

XX MEMORANDUM OF AGREEMENT

Hudson County, Bergen and Closter Freeholders,
 The undersigned representatives of the County of Hudson
 and of the Policemen's Benevolent Association Local 109,
 representing Superior Officers, ^{Jail} at the Hudson County Jail,
 having entered into collective negotiations, herewith agree
 and are agreed, subject to ratification by their respective
 principals, as follows:

1. Duration: ~~X~~ January 1, 1978 through June 30, 1982.
2. Salaries:

- a. Effective July 1, 1978, increase salaries \$500 per annum
- b. Effective July 1, 1979, increase salaries \$800 per annum
- c. Effective July 1, 1980, increase salaries \$900 per annum
- d. Effective July 1, 1981, increase salaries \$850 per annum

Salaries will therefore be as follows:

<u>As of</u>	<u>Increase</u>	<u>Deputy Warden</u> \$18,225	<u>Captain</u> \$16,889	<u>Sergeant</u> \$15,553
July 1, 1978	\$500	18,725	17,389	16,053
July 1, 1979	800	19,525	18,189	16,853
July 1, 1980	900	20,425	19,089	17,753
July 1, 1981	850	21,275	19,939	18,603

3. Bonus: Effective immediately, a \$250 one-time-only lump sum payment.

4. Longevity: Effective July 1, 1980, add new step providing for \$1,000 after 25 years of service.

5. Weekend Differential: Effective July 1, 1980, three (3) days off per year in lieu of extra pay for weekend duty, cumulative in the same manner as vacation days.

6. Fringe Benefits:

- a. Effective June 30, 1978, establish retirement program providing for one day's pay for each three days' unused accumulated sick leave, not to exceed \$3,000. Effective July 1, 1980, if member has reached minimum retirement age and dies while still working, pay to member's estate.
- b. Effective January 1, 1979, improve prescription drug program to provide a \$1.00 co-pay benefit level.
- c. Effective July 1, 1979, basic County Dental Plan (employee and either spouse or children). Effective July 1, 1981, provide full family coverage.
- d. Effective July 1, 1979, increase life insurance to \$5,000.
- e. For all insurance plans, County retains right to select carrier or to self-insure, in its sole discretion, provided benefits are not reduced.

The County will attempt to implement the Dental and Prescription Drug Programs retroactively, as far back as possible. To the extent that full retroactive implementation is not possible, the County will compensate bargaining unit members for the value of the premium for the unimplemented period.

7. Vacations: Employees hired prior to January 1, 1980 to receive vacation as follows:

Years of Employment

Vacation

First Year	1 day/month
2 - 15	15 days
16 - 30	20 days
31+	25 days

Employees hired on or after January 1, 1980 to receive vacation as follows:

Years of Employment

Vacation

First Year	1 day/month
2 - 5	12 days
6 - 15	15 days
16 - 30	20 days
31+	25 days

However, any vacation time in excess of this schedule, taken before December 31, 1981 pursuant to the prior vacation program, shall be allowed and the County shall not recover such excess vacation time from the employees.

8. Effective January 1, 1980 - Agency Shop (at 55%) *MR Den*

9. Employees may bid, by seniority, for choice of shift assignments. *MR Den*

10. Employees shall be called in for overtime according to a list in order of rank and seniority. *MR Den*

11. The Recognition clause shall be amended to add additional ranks above-deputy-wardens and below the warden. Persons holding such additional titles shall receive the salary increases specified in paragraph 2 above.

12. Employees shall receive 13 holidays per year in accordance with the County schedule.

13. Arbitrator shall be chosen pursuant to
P.P.C. procedure in last step of grievance procedure
COUNTY OF HUDSON P.B.A. 109

Malachi J. Kenney
MALACHI J. KENNEY, ESQ.

Dated: _____

Edward F. Clark Jr.

EDWARD F. CLARK, JR., COUNTY EXECUTIVE

DATED: _____

John S. Pees
John S. Pees
Dennis Edwards
Dennis Edwards
7/16/81